

Article - Public Safety

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§3-523. NOT IN EFFECT

**** TAKES EFFECT JULY 1, 2022 PER CHAPTER 60 OF 2021 ****

(a) (1) In this section the following words have the meanings indicated.

(2) “Employee assistance program” means a work-based program offered to all police officers that provides access to voluntary and confidential services to address the mental health issues of a police officer stemming from personal and work-related concerns, including stress, financial issues, legal issues, family problems, office conflicts, and alcohol and substance abuse disorders.

(3) “Law enforcement agency” has the meaning stated in § 3-201 of this title.

(4) “Police officer” has the meaning stated in § 3-201 of this title.

(b) Each law enforcement agency shall provide access to an employee assistance program for all police officers whom the law enforcement agency employs.

(c) The employee assistance program required by this section shall provide police officers access to confidential mental health services, including:

- (1) counseling services;
- (2) crisis counseling;
- (3) stress management counseling;
- (4) resiliency sessions; and
- (5) peer support services for police officers.

(d) (1) In addition to the requirements of § 3-516 of this subtitle and subject to paragraph (2) of this subsection, as part of the employee assistance program required by this section, before a police officer returns to full duty, a law enforcement agency shall provide:

(i) a voluntary mental health consultation and voluntary counseling services to the police officer if the police officer is involved in an incident involving an accident resulting in a fatality; and

(ii) a mandatory mental health consultation and voluntary counseling services to the police officer if the police officer is involved in an incident involving:

1. a serious injury to the police officer;
2. an officer-involved shooting; or
3. any use of force resulting in a fatality or serious injury.

(2) A mental health consultation and counseling service provided under paragraph (1) of this subsection shall be confidential.

(e) The employee assistance program required by this section shall include a component designed to protect the mental health of police officers during periods of public demonstrations and unrest.

(f) Each law enforcement agency shall develop a policy to provide access to the services required by this section at no cost to a police officer.

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